

Judith B. Clinco, R.N., B.S.

Tucson City Clerk
City of Tucson City Hall
255 West Alameda Street, 9th Floor
Tucson, Arizona 85710

April 14, 2010

Re: Application for the City of Tucson Ward 2 Council Seat:

As a Tucson citizen and resident of Ward 2 for over 30 years I have been devoted to our community as a small business owner, social entrepreneur and constituent, a parent, neighbor, and friend.

As the founder and president of "Catalina In-Home Services," a 29 year-old company with 70 employees whose mission is to allow elders to live at home with dignity and independence, I have consistently advocated for a strong business-friendly community. I have supported women's and minorities' issues, been a patron of local artists, an advocate for historic preservation, and a supporter of volunteerism.

As president of the Fort Lowell Neighborhood Association, I founded the volunteer-based "Fort Lowell Live-at-Home Program" in 1999, helping aging neighbors stay at home with independence. Since then, over twenty other neighborhoods have developed similar programs throughout Tucson.

In response to the increasing shortage of trained caregivers, I brought together employers in the Long-Term Care sector in 2000 to found "The CareGiver Training Institute." By June of this year, this 501(c)3 corporation will have graduated 1000 low-income individuals to work for better wages in the fastest growing and largest job sector in the country.

I have participated on numerous boards, commissions and taskforces at the local, state and national levels, targeting workforce and economic development, healthcare, and community sustainability.

The projects I have developed have received numerous awards. As a keynote speaker at state and national conventions in the Long-Term Care industry, I have promoted employee empowerment and workforce retention. In addition to many articles in the professional and lay press, I have written numerous Op-Ed pieces for the *Arizona Daily Star*. For three decades I have been a business leader, community advocate and volunteer.

My professional life has been devoted to leadership in helping elders and disabled people, improving the opportunities for low-income citizens in our region, promoting a business-friendly climate, improving the quality of life in our city. I support economic development for all, a positive environmental policy, and education for all walks of life.

Since the national financial crisis began in 2008, I have grown increasingly concerned with the future of our city due to the economic decline. My professional career and experience has prepared me for this important leadership position at this critical moment in our city's history.

I am committed to serving Ward 2 and the City of Tucson with diligence, responsibility, and integrity.


Judy Clinco, R.N.

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PROFESSIONAL EXPERIENCE

2000	to	Present	Founder and President of the non-profit CareGiver Training Institute, Tucson, Arizona Through dynamic industry leadership, started and continues to lead CGTI to solve the critical shortage of screened, trained, qualified direct care workers. CGTI will have graduated 1,000 direct care workers by June 2010.
Feb. 1981	to	Present	Owner, President, and CEO, Catalina In-Home Services, Inc., Tucson, Arizona Through vision and entrepreneurship, built CIHS from 2 employees to 70 with multiple innovative management practices that have become industry-standard.
Aug. 1977	to	Aug. 1979	Office Manager, Quality Care, Inc., Tucson, Arizona
Sept. 1976	to	Aug. 1977	R.N. Staff Nurse, St. Joseph's Hospital, Tucson, Arizona
Oct. 1975	to	Aug. 1976	Nurse Clinician Screener, Health Insurance Plan (HIP), New York, New York
April 1976	to	July 1976	Acting Nursing Director, Ambulatory Care and Emergency Nursing Department, Hospital for Joint Disease, New York, New York
Feb. 1975	to	April 1976	Clinical Supervisor, Ambulatory Care and Emergency Nursing Department, Hospital for Joint Diseases, New York, New York
Feb. 1974	to	Feb. 1975	Staff Nurse, E.R. Department, Elmhurst General Hospital, New York, New York
May 1973	to	Feb. 1974	Staff Nurse, General Surgery Department, Elmhurst General Hospital, New York, New York
June 1971	to	May 1973	Staff Nurse, Newborn Nursery Department, Elmhurst General Hospital, New York, New York
June 1968	to	May 1969	VISTA Volunteer, Community Organizer of Office of Economic Opportunity, Smithfield, North Carolina
Aug. 1967	to	May 1968	Infant Care Technician, Elmhurst General Hospital, New York, New York

EDUCATION

2009	Fellow	Center for Progressive Leadership
2008	Marano Fellow	Sector Skills Academy, The Aspen Institute
1998	Certificate	American Holistic Nurses Association
1980-2008		Landmark Education, Educational programs and seminars
1977	B.S.	Health Care Administration, St. Francis College, Brooklyn N.Y.
1972	A.A.	Applied Science (Nursing), Orange County Community College Middletown, New York

OTHER TRAINING AND CERTIFICATES

1991	University of Arizona, Tucson, Arizona	Credits toward advanced degree in Health Care Administration
1975	Elmhurst General Hospital	Coronary Care Nursing
1967	New York Foundling Hospital New York, New York	Infant Care Technician

VOLUNTEER AND COMMUNITY PARTICIPATION

Arizona Direct Care Worker Association, Founder and Board Chair, 2007 to present
Pima County Work Force Investment Board, Performance Committee 2006 to present
Casa De La Luz Hospice Foundation, 2003 to present
Tucson Botanical Gardens, Horticultural Therapy Advisory Committee, 2003 to 2007
Old Fort Lowell Live At Home Program, Founder, Board of Directors, 2003 to 2009
Direct Care Alliance, National Board of Directors, 2000 to present
National Council on Aging, delegate, community-based long-term care committee, 1999 to present
Robert Wood Johnson Foundation, Better Care Through Better Jobs, National Advisory Board, 2002 to 2006
Citizens Advisory Board to the Governor on Recruitment and Retention of Direct Caregiver Workforce, 2004 to 2006
Pima Community College, Desert Vista Campus, Advisory Board Member, 1986 to 2004
Arizona Women's Conference, Charting Your Own Course, Steering Committee Member, 2003, 2004

VOLUNTEER AND COMMUNITY PARTICIPATION (Continued)

TUSD Catalina Magnet High School, Allied Health Advisory Board, 2003 to 2007
Women At The Top, President 1998 and Member, 1989 to Present
1800HomeCare.com, Home Health Advisory Board, May 2000 to May 2001
Private Duty Homecare, Editorial Advisory Board, 1999 to 2000
Home Care University, Quality Reviewer of Publications, 1998 to 2000
City of Tucson Agency Van Pool Project, Task Force Member, 1998 to 1999
Old Fort Lowell Live At Home Program, Founder and Advisor, 1997 to 2009
National Association for Home Care, Home Care Aides Advisory Board, 1996 to 2000
City of Tucson, Community Block Development Grant, Advising Committee, 1996 to 1999
Old Fort Lowell Neighborhood Association, Board President, 1995 to 1998
Pima Assoc. of Continued Transportation Planning Division, Advising Committee, 1995 to 1996
City of Tucson Para Transit Task Force, Member, 1995 to 1996
Mobile Meals, Board Member, 1991 to 2000
Tucson Interfaith Coalition on Aging, Board Member, 1988 to 1992
Tucson Gray Panther Steering Committee, Member, 1989 to 1992
Kino Learning Center, Inc., Board Member, 1990 to 1991
United Way of Greater Tucson Planning and Allocation Committee, Member, 1989 to 1990
Morning Sun Children's School, Board Member, 1986 to 1987
Miracle Square, Board Member, 1985 to 1988
Tucson Licensed Home Health Agency, Member, 1983 to 1988
Tucson Association of Nursing Educators, Member, 1982 to 1986

HONORS

2008 5th Annual Women of Influence Award by Inside Tucson Business
2007 University of Arizona, Arizona Women's Studies Advisory Council 11th Annual "Women Who Lead" Award
2005 Inside Tucson Business, special recognition as one of Influential Leaders in the 21st Century
2004 Nursing Excellence Awards Finalist in the Area of Creativity and Innovation
2002 Tucson Better Business Bureau, first Business Ethics Awarded to Catalina In-Home Services
2000 City of Tucson Neighborhood Recognition Award
1999 Working Women Entrepreneurial Excellence Award, Regional Finalist for Best Employer
1996 Employer of the Year – Arizona Nurses' Association
1996 Arizona Chamber of Commerce – Finalist, Athena State Award
1996 Arthur Anderson Award for Innovation
1996 Norwest Bank Enterprise Award for Best Business Practices: Employee Retention and Training
1996 Sigma Theta Tau International Honor Society for Nurses, 1993
1995 The Tucson Nurses Foundation – Tucson's Premiere Fabulous Fifty Nurses
1989 Arizona Nurses Association, Chapter 2 – Nursing Administrator of the Year
1988 YWCA Women on the Move Award
1984 Clarion Honor Award for Women in Business

PUBLISHED ARTICLES

Direct CareGivers Association: An Option for a Rapidly Growing Aging Population? The Care of the Uninsured in America by Nancy and Lane Johnson, 2010
Direct Caregivers Are Lost in Debate Over Health Care Reform, Inside Tucson Business, September 2009
Direct Care Workers Are In Demand, Arizona Daily Star, April 2009, guest opinion
Caregiving Is A Booming Business, Tucson Lifestyle, April 2009
Subsidies Would Help Avert Direct-Care Crisis, Arizona Daily Star, May 2008, guest opinion
We Must Address Crisis in Elder Caregiving, Arizona Daily Star, April 2006, guest opinion
Caregivers' Conditions Must Improve, Arizona Daily Star, June 2004
Caregiver Shortage Has Become Critical, Arizona Daily Star, October 2002
Give Caregivers What They Need So They Can Give, Tucson Citizen, June 2002
Caregiver Problems Need Better Solutions, Arizona Daily Star, March 2002

PUBLISHED ARTICLES (Continued)

- Professional Service the Best Choice for Home Care*, Inside Tucson Business, August 2001
- Health Care Crisis About to Get Worse*, Arizona Daily Star, October 2000
- In-Home Supportive Care Bridges the Gap*, Arizona Nurses Association Newsletter & Southern Arizona Alzheimer's Assoc. Newsletter, summer 2000
- Home Care Changing with Times*, Arizona Geriatrics Society Journal, Spring 2000
- Consider Using an Agency to Recruit Home Care Help*, Arizona Senior World, April 2000
- Successful Supportive Care: Personnel, Pricing, and Salaries*, Aspen Publications, Home Health Care Management & Practice, April 2000
- How to Retain Your Staff*, Private Duty Homecare, April 2000
- New Home Care Model Bridges Gaps*, NCOA Networks, National Council on Aging, Sept/Oct 1999
- Use Budget Surplus to Care For Elderly*, Arizona Daily Star, May 1999
- Consider Working as Home Care Aide*, News and Sun, Green Valley, Arizona, January 1999
- Home Care Changing With the Times*, Sombrero, Pima County Medical Society, December 1998
- Independent Home Health Providers Face Extinction*, Tucson Citizen, May 19, 1998
- Changes in Medicare Home Health reimbursements*, Elder Care Journal, March 1998
- Medicare Home Health Services are Paid 100% by Medicare*, Elder Care Journal, February 1998
- Make It Happen – Starting Your Own Supportive Care Agency*, Revolution, The Journal of Nursing Empowerment, Summer 1997
- How to Build a Work Force of Reliable Caregivers*, Private Duty Homecare, June 1997
- Boost Client Retention with These Strategies*, Private Duty Homecare, May 1997
- Building Professionalism in Turbulent Times*, Caring Magazine, May 1997
- Home Care Aides Offer Alternative to Nursing Home*, Arizona Jewish Post, January 1996
- Personal Assistant: A New Option for Home Care*, Caring Magazine, April 1995
- The Agency's Role in Hiring Private Help*, Caring Magazine, April 1995
- Strategies for Maintaining Independence: The Aging Years*, Compendium Magazine, November 1991
- A Little Extra Help Around the House?*, Tucson HealthStyle, November-December 1994
- How Home Care Firms Can Help Seniors Cope*, Arizona Senior World, June 1989